



**TAHOE
REGIONAL
PLANNING
AGENCY**

**JOB OPENING:
ASSOCIATE ATTORNEY**

THE POSITION

Tahoe Regional Planning Agency is seeking an independent, energetic, and self-motivated attorney willing to work as part of a small, collaborative Legal Department. The ideal individual will have experience/interest in representing a government entity (TRPA has approximately 70 staff and is governed by a 15-member Governing Board), knowledge of land use and planning issues, and experience in environmental enforcement, government and administrative law, and litigation matters.

Working under the direct supervision of the General Counsel, the Associate Attorney represents and advises the Tahoe Regional Planning Agency staff, Governing Board, Advisory Planning Commission, Hearings Officer, and related entities. The position involves substantial in-house counsel responsibility, the handling of administrative enforcement matters and appeals before the Governing Board, as well as handling of significant litigation in the Federal Courts of California and Nevada.

The ideal candidate will be able to work both independently and collaboratively as part of a team with minimal supervision.

Overall Responsibilities

- Provide staff with opinions and advice on complex legal issues.
- Oversee Code compliance investigations and negotiates to resolve Code enforcement disputes.
- Represent TRPA in both affirmative and defensive litigation; litigates all aspects of cases in California and Nevada federal courts.
- Develop strategies and tactics in complex disputes and litigation.
- Provides counsel and written reports to Board/ Commission in public settings.
- Conduct a wide variety of legal research and interpretation.
- Helps supervise the TRPA Paralegal.

Desired Qualifications

- Juris Doctorate and member in good standing of either the California or Nevada State Bar. Must be willing to take and pass the bar exam in the other state if not licensed in both.
- Minimum 3 years' experience in Land Use Planning, Government and Administrative law, Environmental law (both substantive, such as the Clean Water Act, and procedural, such as NEPA and CEQA)

- Experience in handling enforcement/defense under environmental laws and/or land use/zoning code compliance matters.

Desired Knowledge, Skills and Abilities:

- Knowledge of land use planning, government and administrative law, and environmental law practices
- Strong interpersonal and active listening skills with a collaborative working style.
- Compelling, persuasive communicator, with the skill to communicate technical and non-technical topics to a wide variety of audiences.
- Strategic thinker with an integrative, interdisciplinary approach to problem solving.
- Demonstrable ability to exercise sound, independent professional judgment.
- Ability to conduct independent legal research; handle litigation with minimum supervision.
- Skilled in identifying, analyzing and evaluating information concerning highly complex and often politically sensitive technical and conceptual information.
- Skilled in negotiating agreements which accommodate the conflicting interests and viewpoints of numerous groups and organizations.
- Express facts, conclusions and recommendations clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with government and elected officials, community and business groups, and scientific partners.
- Provide high level subject matter input, expertise, and advice.
- Demonstrate critical and strategic thinking, personal and situational awareness, and diplomacy. Makes formal presentations and provide workshops/training on a variety of work-related topics on a regular basis.



Our Mission: To lead the cooperative effort to preserve, restore, and enhance the unique natural and human environment of the Lake Tahoe Region, while improving local communities, and people's interactions with our irreplaceable environment.



THE AGENCY

The Tahoe Regional Planning Agency (TRPA)—created in 1969 by a Compact between the states of Nevada and California, then ratified by the U.S. Congress—protects and restores the environment of Lake Tahoe. The Agency is the nation's first and oldest Bi-State regional environmental authority. TRPA is a one-of-a-kind organization, not purely federal, state, or local, but a unique hybrid organization. The Agency works at the intersection of private and public interests to protect and restore Lake Tahoe, its environment, and its communities for generations to come.

TRPA is organized to reflect the three core functions it performs: a Planning and Code Compliance Division including current permit processing and regional planning; an Environmental Improvement Division responsible for coordinating restoration programs to implement the Regional Plan; and a Research & Analysis Division responsible for maintaining science and monitoring information and reporting on progress and accomplishments in achieving regional planning goals.

THE COMMUNITY

Nestled in the breathtaking Sierra Nevada mountains, Stateline, Nevada, South Lake Tahoe, California and the Tahoe Basin are an adventurer's paradise. At 6,200 feet above sea level, the region is home to some of the best winter sports, water sports, bike trails, family fun and nightlife in the US. Primarily known for its nearby world class ski resorts and beautiful beaches, the Stateline, Nevada/South Lake Tahoe, California area has no end of activities for young and old alike.

Residents and visitors can spend the day hiking in beautiful state parks such as Van Sickle Bi-State Park and Sand Harbor Nevada State Park or adventure along the 165-mile-long Tahoe Rim Trail. In addition, water sports including kayaking, boating, jet skiing, fishing and other water activities abound in the summer months. The region also boasts multiple outstanding outdoor destinations, like Yosemite National Park and the Black Rock Desert, in both California and Nevada. Other activities in the area include golfing, swimming, biking, horseback riding, backpacking, and camping. For winter activities, there are a total of seven ski resorts that surround the entire Lake Tahoe area. The closest ski resort, just adjacent to the TRPA offices, is Heavenly Mountain Resort. Easily accessible through Heavenly Village, the mountain resort offers skiing, snowboarding, ice skating, tubing, and a scenic 2.4-mile gondola ride.

For those looking for more relaxed activities, Stateline, Nevada is home to four hotel casinos and a new events center that offers concerts, sporting events, gaming, amazing restaurants, and more. Take in the nightlife and performances at the events center and hotel-casinos or enjoy plays and concerts in unparalleled outdoor venues like the Sand Harbor State Park amphitheater.

The region is served by U.S Highway 50 and Interstates 80 and 580 which connects with Sacramento and San Francisco to the west and Carson City and Reno, Nevada to the east. This position is easily commutable from the Carson Valley, Reno area, allowing residents to appreciate Tahoe's benefits while allowing a greater choice of places to live. The Reno airport is one hour away, and the San Francisco Bay area with its attractions is a three hour drive.



COMPENSATION

The salary range is \$ 126,000 to \$189,000, with the hiring pay typically starting in the first to second quartile (\$141,750 to \$157,500).

TRPA's excellent employee benefits package includes the following:

- 27 days Paid Time Off (PTO) annually for sick and personal time away. Accruals increase with longevity.
- 80 hours of Management Comp Time Off (MTO). Prorated based on hire date.
- 13 paid holidays annually.
- Money Purchase Pension Plan – in lieu of Social Security, the Agency contributes a dollar amount equal to eight percent of your annual salary towards your retirement. This plan has immediate participation and 100% vesting.
- Supplemental Retirement Plan – the Agency contributes a dollar amount equal to 5.54 percent of your annual salary towards your retirement. This plan has immediate participation and 100% vesting.
- Group Health Insurance: Medical, Dental, and Vision.
- A choice of four (4) medical plans, with 100% employer-paid premiums on select employee-only coverage plans and partial coverage for dependents.
- High Deductible Health Plan with a contribution by TRPA to the employee's HSA account.
- Employer Paid Life Insurance and Short-Term Disability.
- Long-Term Disability (Voluntary).
- 457(b) Deferred Compensation Retirement Plan (Voluntary).
- Medical and Dependent Care Flexible Spending Accounts (Voluntary).
- We are a dog-friendly employer!

APPLICATION PROCESS

Job posting open until filled. Please visit our website at [https:// www.trpa.gov/ contact/employment/](https://www.trpa.gov/contact/employment/) to read more about our Agency and to complete an employment application through our Career Center. Within the Career Center site, select the "**Apply for Job**" link. Please attach a resume of your qualifications, and a cover letter describing your interest in the position in **one pdf** when you are completing the application.

RECRUITMENT COMMUNICATION: Human Resources may contact you at various stages of the recruitment process if you meet the qualifications for the position. This contact will be via email or phone only. Please make sure your email address and phone number are accurate.

We do not accept walk-in or hand delivered application materials nor applicant calls regarding open, pending, or closed positions. TRPA is an Equal Opportunity Employer. We respect and seek to empower each individual and support the diverse cultures, perspectives, skills, and experiences within our workforce.

This agency provides reasonable accommodation to applicants with disabilities. If you need reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis. All employment is decided on the basis of qualifications, merit, and business need.

